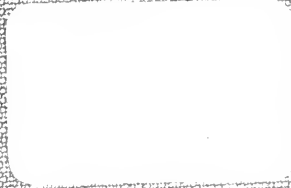


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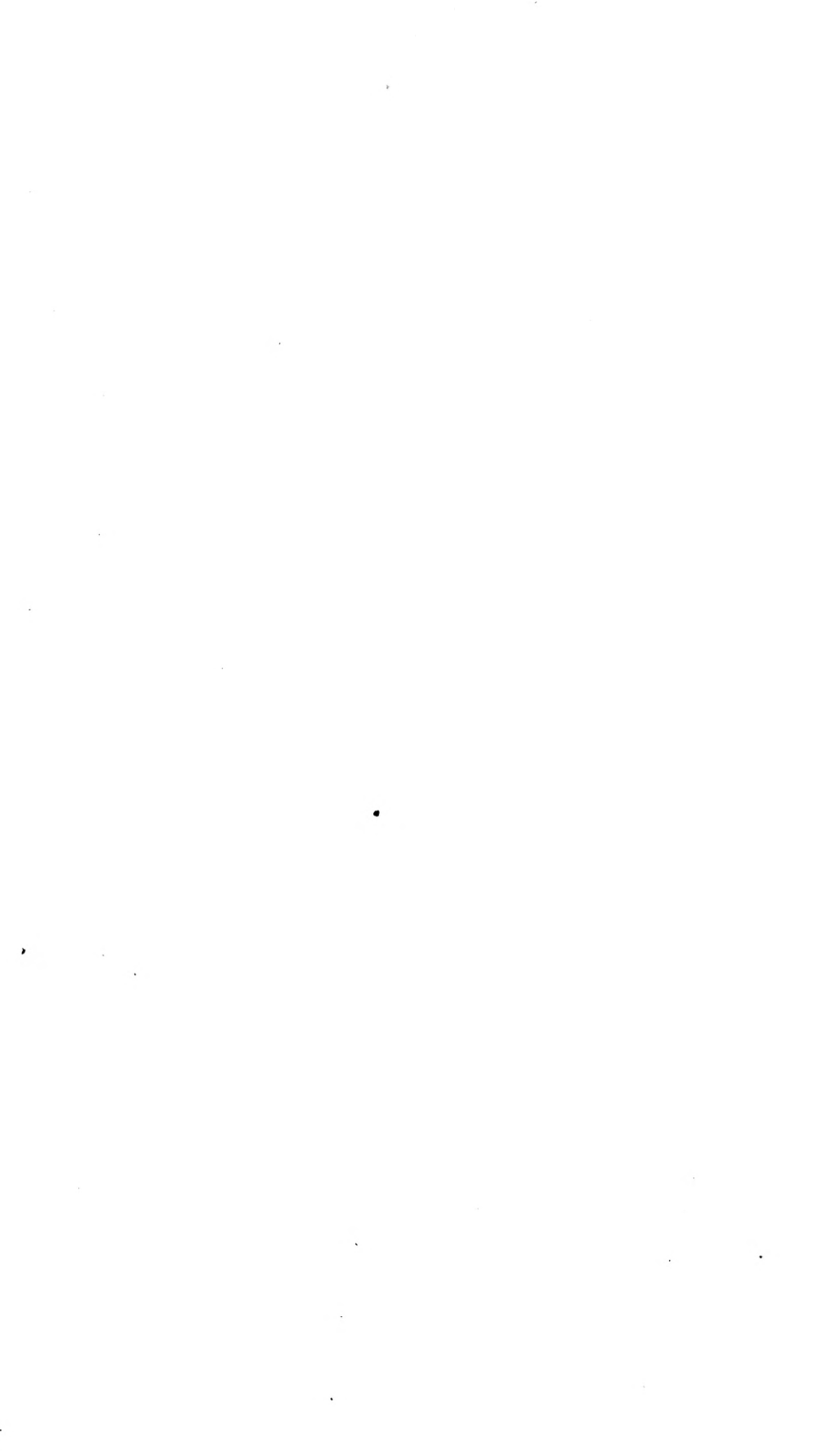


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# LABOR BULLETIN

OF THE COMMONWEALTH OF

## MASSACHUSETTS.

No. 18.

MAY.

1901.

CHAPTER 290, ACTS OF 1895.

For the purpose of disseminating information from time to time respecting the state of employment, and other information relative to industrial conditions, the bureau of statistics of labor is authorized to distribute a bulletin, at such regular intervals as it may deem advisable, to be printed by the state printers.

Prepared and Edited by the Bureau of Statistics of Labor.

HORACE G. WADLIN, *Chief.* CHAS. F. PIDGIN, *First Clerk.* FRANK H. DROWN, *Second Clerk.*

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## SOCIAL STATISTICS OF WORKINGWOMEN.

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In this article the Bureau presents the report of an investigation assigned by the School of Housekeeping, Boston, to Mary E. Trueblood, Ph.M., holder of a School of Housekeeping fellowship, and begun by her in January, 1900. The statistics were prepared for publication under the direction of Mr. John Hyde, Statistician of the United States Department of Agriculture, the textual summary having been written by Max West, Ph.D., of the same department.

### INTRODUCTION.

In transmitting the report to this Bureau, Miss Henrietta I. Goodrich, the Director of the School of Housekeeping, says :

The School of Housekeeping, as a branch of the Women's Educational and Industrial Union, naturally feels a vital interest in the industrial and economic aspects of domestic service, of which the Union is now making a scientific study through its employment office. But the interest of the School of Housekeeping in this investigation is not confined to the bearing that such investigation may have on the status of domestic service, centering rather in a comparative study of living conditions in general, among workingwomen.

In undertaking this investigation, the School of Housekeeping had in view two definite objects :

I. *To ascertain the satisfaction of domestic service workers as compared with workers in other lines of employment.* While it is probably generally admitted that housework pays better and is more healthful than either shop or factory work, can it be so readily conceded that the houseworker's sum-total of satisfaction is as great, that her "content of life" is as rich, as that of workers in other trades, even granted an excess of wage and health in housework? Does housework offer as high standard of living, as large an opportunity for growth, as much "life satisfaction," as other comparable trades in which women are now engaged? Assuming that the standard of comparison is not the amount of money earned or saved, but the sum-total of satisfaction given by that money, does the trade of housework at present offer as great inducement to women as can be presented by the shop or the factory?

II. *To study and collect data of the standards of living and the life of workingwomen in general.* The School of Housekeeping, standing as it does for a scientific and

sociological study of the home and of conditions of living as factors in race development, wishes to collect data showing present conditions, present wages and work, with the sum-total of satisfaction in that work, to see how much of actual "living," not mere animal existence, the worker in a given employment now has. Such data have a two-fold value: First, because such a study of standards of living and life satisfaction must precede any determination of the "living wage;" second, because a study of the facts in regard to actual living conditions must come before any organized attempt can be made to improve those conditions or raise standards of living, which is the ultimate aim of the School of Housekeeping.

The report, dealing as it does with very small numbers, is in no way conclusive or definite. The value of the material lies entirely in the method by which the work has been accomplished; in Miss Trueblood's direct and personal contact with the workers interviewed. The sympathetic and intelligent insight, the ability to put one's self in another's place and read her life from within, qualities that are demanded in any just comparison of conditions and standards of living, Miss Trueblood has gained by sharing the life of the workers she describes, in many instances by living in their boarding-houses, attending their clubs, visiting them at work and in their rooms, thus studying the conditions as well as the workers at first hand.

The report is merely tentative and suggestive. It will be of value only in so far as it stimulates interest, and proves a stepping-stone to more accurate and extended investigation.

#### METHOD OF INVESTIGATION.

Miss Mary E. Trueblood, who collected the information, describes the method pursued as follows:

The investigation was for the purpose of studying and comparing the condition and environment, the advantages and disadvantages of the houseworker with those of employes in other occupations.

Textile mills, shoe factories, restaurants, and department stores were selected for comparison, these being the leading occupations in Massachusetts that attract women away from housework.

Lowell and Fall River were taken as offering typical conditions for textile mills, Lynn and Haverhill for shoe factories, and Boston for restaurants and department stores, the latter designated as "shops" in the report.

Schedules were filled out for 100 women, 20 in each occupation. This number, although small in reality, was thought to be large enough to give a fair indication of conditions, since typical places were selected, and the girls taken at random.

In no case were blanks sent to the workers themselves to be filled out, as such returns would be of no value in an investigation of this kind. The information obtained was the result of personal observation and conversation with the women and their employers. The blanks were invariably filled out after, not during, a conversation. The amount of wages was sometimes obtained from the payroll of the employer, and sometimes from the employe's own statement. There is little chance of error in this item.

Since one of the objects of the investigation was to obtain the attitude of the workers toward their own work and toward the trade of housework, it was all-important that they should talk freely. Wherever possible, the desired information was obtained incidentally; they were never questioned directly as to matters which they might consider personal. This will account for the meagre information in some cases, while at the same time it will add the greater value to the information given. In order to have a basis of comparison, I considered only women who were dependent upon their own resources, hence the investigation includes few of the large number living in their own homes.

In conclusion, I wish to mention my great obligation to Mr. John Hyde, Statistician, United States Department of Agriculture, under whose direction the schedules were tabulated and analyzed. Grateful recognition is also due Mrs. Mary Hinman Abel of Baltimore, Md., for valuable suggestions in planning the investigation.

### SUMMARY OF RESULTS.\*

The canvass covered 20 shop workers† in Boston, 20 textile-mill workers in Lowell and Fall River, 20 shoe-factory workers in Haverhill and Lynn, 20 restaurant waitresses in Boston, and 20 houseworkers‡ employed in Boston and vicinity. Following is given a copy of the schedule used:

### SCHOOL OF HOUSEKEEPING.

### SOCIAL STATISTICS OF WORKINGWOMEN.

- 
- (1) Schedule No..... (2) Location.....
- (3) Industry..... (4) Age: present..... (5) At beginning work.....
- (6) Conjugal condition (single, married, widow, or divorced).....
- (7) (a) Nativity (Place of Birth).....
- (b) If foreign, how long in America.....
- (8) Parent nativity: (a) Father.....
- (b) Mother.....
- (9) Health: at time of beginning work. (10) At present.
- |       |       |
|-------|-------|
| Good. | Good. |
| Fair. | Fair. |
| Poor. | Poor. |
| Bad.  | Bad.  |
- (Encircle the proper answer in the above.)
- (11) Present surroundings. (Encircle proper answer.) Good. Fair. Poor. Bad.
- (12) Home status. (Encircle proper answer.) Keeps house. Boards. Lodges, meals outside.
- (13) If a boarder, does respondent board with parents or relatives?.....
- (14) Food. (General statement.).....
- .....
- (15) Weekly wages. By the week.....
- By the piece, average weekly earnings.....
- (16) Total earnings for previous year.....
- (Estimate of above, if exact data are not obtainable.)
- 

\* By Max West, Ph.D., Washington, D. C.

† Employés in department stores.

‡ The term "houseworker" as used in this report covers all persons employed in housework, and is used in preference to the current terms "servant" or "domestic."

- (17) Expenditures for the year in detail. (Estimates, if exact data are not obtainable.)
- 1 For food and lodging.....
  - 2 Clothing.....
  - 3 Medical attendance.....
  - 4 Fuel and lights.....
  - 5 Laundry.....
  - 6 Car fares.....
  - 7 Support of others.....
  - 8 Other expenses.....
    - (a) Total expenses.....
    - (b) Savings.....
    - (c) Debt.....
    - (d) Total income.....

Note. The combination of (a) and (b) should give (d), and this should correspond with "Total earnings for previous year." When the total of (a) exceeds (d), that is, when expenses exceed total earnings, the difference should be entered as debt (c).

- (18) Attends church: Regularly. Irregularly. Has no church connection.  
(Encircle proper answer.)
- (19) Belongs to social clubs, etc. (Give names.).....
- (20) Belongs to Trade Union.....
- (21) Vacation during year (length of)
  - (a) Without loss of pay.....
  - (b) With loss of pay.....
- (22) Lost working time during year (in weeks)
  - (a) Due to slack work.....
  - (b) Due to sickness.....
  - (c) Due to other causes.....
- (23) Working hours per day. Except Saturday..... On Saturday.....
- (24) Time allowed for dinner.....
- (25) Dine at restaurant. At home. Carry lunch.  
(Encircle proper answer.)
- (26) (a) Time employed at usual occupation during year.....  
(b) At other occupations. (Give names of such.).....  
.....

General Remarks.

- (27) Social and moral standards.                      Contentment.                      Attitude toward work.  
.....
- (28) Amusements.....  
.....
- (29) Education and reading.....  
.....
- (30) Other remarks.....  
.....

In practice, it was not found possible to follow the schedule very closely. Under the head of "expenditures," for example, no definite figures were obtained, as a rule, except for food and lodging, car fares and support of others: and these figures represent weekly instead of yearly expenditures. The attempt to ascertain total expenses was therefore a failure, and in very few cases were the earnings for the previous year given; hence, the amount saved cannot be stated definitely. Apparently, the keeping of personal account books is not usual among workingwomen. In certain other parts of the schedule, also, there were many blanks unfilled, indefinite answers, or figures accompanied by interrogation points. Nevertheless, much interesting information was elicited; and if the 100 workingwomen interviewed may be assumed to be fairly representative, as the variety of employment seems to warrant, the result should be of considerable value.

### *Character of Work.*

Of the women interviewed who work in shops, 16 are saleswomen, one alters coats, one makes ribbon bows, one has charge of the lost bundle counter, and one is a general errand and office girl in a cloak store. Ten different establishments are represented in this group. Those working in textile mills who state their occupations specifically are spinners, weavers, web-drawers, bundlers, and employés in the card room, or in connection with other machinery, except one who is a measurer. Among women in the shoe factories an even greater variety of employment is reported. Of the houseworkers, one is a cook, two are parlor maids, two chambermaids, and two second girls, one of whom has also the care of children. It may be fairly assumed that nearly all the others in this group are engaged in general housework, although the returns do not show the number of houseworkers employed at a given place.

### *Age and Experience.*

The ages of the young women working in shops at the time the inquiry was made ranged from 20 to 30 years, excepting the errand and office girl, whose age was 18; the mill and factory women from 20 to 42; those engaged in restaurant work from 20 to 38; and the houseworkers from 19 to 27.

There was much variation in the age at beginning work. The most numerous replies state a year between 14 and 28, but one of the houseworkers began at nine and two of the textile-mill women at 10, while one of the waitresses, who formerly kept a lodging-house, adopted her present occupation at the age of 36. One of the shoe-factory women, whose father was a shoemaker, states that she had worked at shoemaking more or less all her life.

The following table exhibits for each group the average age at the time of the inquiry and at the time of beginning work, and the average number of years at work:

GROUPS.	Average Age at Present	Average Age at beginning Work	Average Number of Years at Work
Shop workers, . . . . .	23.8	20.1	3.7
Textile-mill workers, . . . . .	29.5	15.4	14.1
Shoe-factory workers, . . . . .	27.1	18.6	8.5
Restaurant workers, . . . . .	26.1	21.6	4.5
Houseworkers, . . . . .	23.0	17.2	5.8

The houseworkers are youngest and the textile-mill women oldest. On the other hand, the latter began to work considerably earlier than those in any other group, and have therefore been at work much longer.

### *Conjugal Condition.*

All the shop employés and houseworkers are single, but three cotton-mill hands, four shoe-factory hands, and one waitress are married. One cotton-mill operative is divorced, and one shoe-factory hand is a widow.

### *Nationality.*

Eighteen of the shop workers were born in the United States, and in 16 cases of American parents. Eight were born in Boston and had probably resided there all their lives. One was born in England and came to America as a child, and one is a Canadian. Of the textile-mill workers, only seven were born in the United States, of whom five had American parents; eight were English; two, Irish; and three, French-Canadian, one of whom, however, had an Irish father. Most of the foreign-born have been in America either since childhood or at least for so many years that they do not remember the exact number. Of the shoe-factory workers, 15 were born in the United States (13 of American, one of English, and one of mixed parentage); one came from Nova Scotia; one is English, but has been in America 30 years; one is Irish, but has also spent most of her life in America; while the only recent immigrant was a Russian who has been in America four years. Of the restaurant women, 11 were American born, and in nine cases of American parentage; eight came from eastern Canada, and one from Ireland. The nationality of the houseworkers is in striking contrast with that of the other groups. Among them there are no American born; seven are Canadians, one English, 11 Irish, and one Scotch. Not only are they all foreign born, but they have been in America a comparatively short time (averaging five or six years where the number of years is given), although one of the Irish girls has been in America from her childhood.

### *Health.*

Fifteen of the shop workers, 14 of the textile-mill workers, seven of the shoe-factory operatives, and 18 each of the restaurant waitresses and houseworkers are reported as being in good health. The health of

two of the shop workers, six of the textile-mill employ  s, 11 of the shoe-factory employ  s, and two of the restaurant employ  s has deteriorated since they began work. On the other hand, one shop worker who was worn out from teaching before going into the shop is now in good health; and the health of two houseworkers, one of whom suffered from the change of climate on coming to America, has improved. From the standpoint of health, therefore, the houseworkers have a decided advantage, while the mill and factory employ  s are most unfortunate in this respect; for while all of the textile-mill women and 18 of the shoe-factory workers were in good health when they began work, of the former, five are now in "fair" and one in "very delicate" health, and of the latter, the health of seven is "fair," four "poor," one "poor or fair," and one "good, if careful." Several of those employed in the shoe factories complain that work in a factory injures the health. Five of them are subject to indigestion or stomach trouble, which one says is produced by the constant hurry to see how much work she can do,\* while another attributes the trouble to poorly cooked food, as well as to factory work. One of the textile-mill women who began work at the age of 10 thinks that work in the mill stunted her growth. One of the shop workers injured herself by helping to move some things in the store.

### *Mode of Living.*

The present surroundings of the workingwomen reported upon are said to be good in most cases,† except in the case of the textile-mill women. Among the shop workers, in only one case is a less favorable report given. The surroundings of the textile-mill women are described in most cases as "fair," and sometimes as "comfortable," "fairly pleasant," or "rather good;" those of the shoe-factory workers as "good" in most cases, but in two cases as "fair," and in one as "comfortable;" those of the restaurant waitresses are reported as "good" in seven cases, "comfortable" in one, "fair" in two, and "unpleasant" or "unattractive" in two others. It seems to have been difficult to judge of the surroundings of the houseworkers (which vary with every change of employer), but where they are reported upon they are usually said to be good, and in one case "excellent — unusually good." One says that she has sometimes had a pleasant room, but oftener not, and that her room is seldom heated: another, that at her last place her room was steam heated and pleasant: another, that her room is in the basement, which she considers unhealthful. Another reports that she was with a good family for several years, but has just left an inconsiderate employer.

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\* The shoe-factory employ  s were paid by the piece.

† The statements as to manner of life, etc., received from the workingwomen themselves and not derived from the personal observation of the investigator are indicated by the use of quotation marks. The *standards* of living among the shop workers and shoe-factory workers are above that in the other three occupations. M. E. T.

Most of those employed in shops either live at boarding-houses or board with relatives or friends; two get their own breakfasts and suppers in their rooms; two lodge at a hotel for workingwomen (which is said to be clean and attractive, with good supervision) and take their meals elsewhere; and three others also rent rooms and take their meals out. Of those who board, one lives at a boarding-house for women where the surroundings are said to be fair and the food nutritious but not very well served; and one at a home for working girls, which is favorably described. All of the shop workers who report upon the quality of their food consider it good and nutritious, but in a few cases they complain of the quality of the service.

Eight of those employed in textile mills at Lowell board at corporation boarding-houses, where the surroundings are said to be fair, with two to four women in a room, and the food, though reported as fair, is criticised by several as "not well cooked," "not palatable," "not attractive," "not well cooked or well served." \* One woman says that she makes a regular practice of buying milk and eggs to supplement the boarding-house fare. The two Lowell textile-mill workers who do not live at a corporation boarding-house rent rooms and take their meals out. Of the textile-mill workers at Fall River, one boards with relatives, one gets her own breakfasts and suppers, and the other eight keep house, usually in tenements although one has a small cottage. One of the married women who keeps house hires a woman to do part of the housework.

Of the shoe-factory workers, three keep house, six board, and 11 have lodgings, including one married woman who goes out to her meals with her husband and child. Of those who board, three live at a young women's home where the rooms are reported to be attractive and the food wholesome, though one says she grows tired of it at times, and another that it is not always appetizing; another, who lodges and takes her meals at "a sort of hotel boarding-house," describes the food as wholesome, but not very well served. Of the remaining shoe-factory workers, six report their food as good and one as fair.

On week days, and in some cases on Sunday, also, the restaurant waitresses take their meals where they are employed. Two of them also have rooms provided by their employer in the same building with the restaurant, and the others rent rooms elsewhere, except one who rents an entire flat and sublets rooms to other women, so that her own lodging costs her nothing.

Apparently, all the houseworkers live in the houses of their employers, in accordance with the usual custom in the North. In a majority of cases their food is reported to be the same as that of the family.

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\* The food at the corporation boarding-houses was criticised as to its cooking and serving. The food material is not bad, either in quality or quantity. M. E. T.



*Dinner Hour.*

Most of those working in shops take their noonday meal at restaurants, in some cases in the same building where they work; but three go home, and two carry their lunch. One of the latter gets hot soup or coffee to supplement what she carries, and the other has an opportunity to heat whatever she has, as well as a place provided for eating it. The usual time allowed for the mid-day meal is one hour, but in one shop it is 45 minutes, and in another, where three of the 20 women work, it is only half an hour. The mill and factory workers have an hour for dinner, so that they are nearly all able to go home or to their boarding places; but two of the Fall River women carry their lunch, and one goes to a restaurant. One of the shoe-factory hands at Lynn takes an hour and a half at noon, and another reports that she can do so if necessary. As the restaurant waitresses have their meals where they are employed, half an hour is considered sufficient time for each meal; at one place only 15 minutes each is allowed for breakfast and lunch, and at another the principal meal of the day is eaten after working hours. In the case of the houseworkers no definite statements are made concerning the time allowed for meals except in one case, where an hour is given at noon.

*Working Hours.*

Most of those in shops work 8 hours a day, but a few work  $8\frac{1}{4}$ ,  $8\frac{3}{4}$ , or even  $9\frac{1}{4}$  hours. In some cases the number of hours is reduced in summer from 8 to  $7\frac{1}{2}$ ; and all the shops close at one o'clock on Saturdays during the summer, reducing the number of working hours on that day to  $4\frac{1}{2}$  or 5. The number of hours for women in manufacturing establishments in Massachusetts is limited by law to 58 a week, but there is some variation in the way in which the 58 hours are distributed.

The cotton-mill workers at Lowell are employed  $10\frac{1}{2}$  hours 5 days in the week and  $5\frac{1}{2}$  hours Saturday, but the shoe factories close at noon on Saturdays only in summer, though in some cases they close at 4 or 5 o'clock on other Saturdays. At one factory work begins at 7.10 A.M., and stops at 5 o'clock on Saturdays and 6 o'clock on other days, making exactly 58 hours a week. One shoe-factory stitcher reports that she has the whole of Saturday off in summer. Another works short hours (eight per day) in order that she may do her own housework, and another, who says her factory is not strict about the time she comes, works  $8\frac{1}{2}$  hours a day. One of the cotton-mill hands at Fall River works only 28 hours a week.

The working hours for the restaurant waitresses range from 8 to  $11\frac{1}{2}$  a day, in some cases 7 days in the week. One reports that she works 12 or more hours on Sunday, another that she works an hour less that day than on week days. One waitress is on duty 13 hours a day one week and 12 hours a day the next, including the time allowed for meals; at

another place the hours vary from day to day, being from 6.30 A.M. to 7 P.M. one day and 4 P.M. the next. At one restaurant the working hours are shortened on two days in the week by allowing the waitresses time off from 3 or 3.30 P.M. one day until 11.30 or 11.45 A.M. the next; and in summer the amount of time off is increased.

The working hours for the houseworkers, where they could be ascertained, range from  $7\frac{1}{2}$  to  $15\frac{1}{2}$  hours a day. In several cases some free time is allowed in the afternoon. One woman has every other Sunday off and time to attend church on the intervening Sundays, besides free time Thursday after the middle of the afternoon; three others have parts of every second Sunday and every second Thursday. One has part of Thursday afternoon every week, besides time to attend church on Sunday; another occasionally has the whole of Thursday off; and still another has her Fridays after 2 o'clock.

The number of working hours per day for the houseworkers reporting averages 11.6. To attain a figure comparable with the averages for other groups, perhaps one hour should be deducted for the time spent at meals, although the hours of one houseworker are reported exclusive of the dinner hour. Making the correction suggested, the working hours of the houseworker would average 10.6 daily,\* as compared with 8.2 for shop workers, 9.6 for those employed in mills and factories, and 9.5 for restaurant waitresses, although these averages make no allowance for Saturday half-holidays of the shop workers, nor for those in the factories, where such half-holidays are given in the summer only. The Sunday work required of the houseworkers is another disadvantage for which the free time given on Thursday afternoon is hardly full compensation.

### *Wages.*

The weekly wages of the shop workers range from \$4 to \$12. The employé reporting \$4 per week was an office and errand girl whose wage was soon to be increased; a saleswoman received \$12. The average weekly earnings of the textile-mill workers who are paid by the piece range from \$6 or \$7 to \$10 or \$11 per week, and one bundler who works by the week gets \$7. The average earnings of the shoe-factory piece workers range from \$9 or \$10 to \$14 or \$15 per week during the busy season, but in the dull season are sometimes as low as \$3 or \$4 per week, while in other cases as high as \$10 or \$12 per week. The length of the busy season seems to vary with the factory, in some cases lasting all but three or four months of the year and in others only about seven months. Where the average weekly earnings are given for the year as a whole, they range from \$7 to \$10 or \$12 for the piece workers; a polisher gets only \$6 a week, and one who works at odd jobs \$8. The wages of the restaurant waitresses are \$3.50 and \$4 a week in the two cases where the

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\* This does not include the time when the employé is on call without being actually at work. M. E. T.

employer furnishes both room and meals, and \$5 and \$7 a week where meals only are furnished by the employers. The wages vary even at the same establishment, depending in some cases upon the length of service. At one place the meals are not included as part of the compensation, but may be obtained at half price. Several of the women speak of the "tips" they received in addition to their wages; one says that she made \$86 one year in this way, and another that in some years her "tips" amount to enough to pay her room rent. The wages of the houseworkers range from \$2.50 to \$6 per week, varying with the purse of the employer as well as with the skill of the employé.

### *Expenditures.*

The weekly expenditures of the shop workers for food and lodging range from \$2.50 to \$6, or, excluding one who boards with her parents, from \$3 to \$6. The Lowell textile-mill workers who live at corporation boarding-houses pay only \$1.75 a week for room and board, but there is an additional expense of 25 cents a week for fuel, and at least one of these women spends a like amount for additional food. The two at Lowell who do not live at corporation boarding-houses pay \$4.25 a week for food and lodging, and the only one in Fall River for whom this figure is given pays \$3.\* The shoe-factory workers spend from \$3 to \$5.25 for food and lodging, the least expense being reported by one who keeps house with her brother and sister. The restaurant waitresses who have any expense for lodging pay from \$1.25 to \$3 a week, which in some cases includes Sunday meals. Several of those employed in shops, restaurant waitresses, and shoe-factory workers, and the majority of those in textile mills (including all those who live at the corporation boarding-houses) do their own laundry work; those who hire it done pay in a number of cases from 25 to 50 cents a week, while others report indefinitely that their expense on this score is "large" or "considerable." One of those working in shops says that this is a large item when the store requires white shirt waists to be worn in summer. Apparently, none of the houseworkers have any expense for laundry work.

The amount spent for clothing is not definitely reported, but some of the women employed in the mills say that the clothing worn in the mill costs very little: their expense on this account may, therefore, be assumed to be considerably less than that of the shop workers and waitresses. Two of the shop workers have free medical attendance furnished by their employers, at least in ordinary sickness, while the Lowell textile-mill women have the advantage of the corporation hospital, where the fees are small and are remitted entirely if the patient is too poor to pay. One employed in a shoe factory reports heavy expense for

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\* The regular price for board (food and lodging in one place) is \$3 per week among the women textile-mill workers in Fall River. M. E. T.

medical attendance. One houseworker reports that she has free medical attendance.

Most of the shop workers and restaurant waitresses walk to and from their work; but eight of the former and three of the latter spend 10 cents a day in car fare, while one restaurant waitress rides only one way. The houseworkers have no regular expense for car fare, nor do the mill or factory workers, except in one case.

### *Comparison of Real Wages.*

In order to reduce the average earnings of the various groups to a comparable basis, it is necessary to deduct the average expenditures for food and lodging, from which the restaurant waitresses are partly and the houseworkers wholly exempt. This is done in the following table:

GROUPS.	Average Weekly Cash Income	Average Cost of Food and Lodging	Excess
Shop workers, . . . . .	\$7.52	\$4.29	\$3.23
Textile-mill workers, . . . . .	8.35	2.36	5.99
Shoe-factory workers, . . . . .	10.45	4.00	6.45
Restaurant workers, . . . . .	5.38	1.56	3.82
Houseworkers, . . . . .	3.99	-	3.99

From this it appears that the houseworkers are economically better off than either those employed in the shop or the restaurant, to the extent of 76 cents a week in the former case and 17 cents a week in the latter case. If allowance could be made for car fares and laundry bills as well as for lodging, the difference in favor of the houseworker would be even greater. On the other hand, the average surplus of the textile-mill workers is \$2 more and that of those in the shoe factories \$2.46 more than that of the houseworkers; but in the former case the difference may be explained partly by the cheap living afforded by the corporation boarding-houses, and in the latter case it is perhaps more apparent than real because of the irregularity of employment at full time. As only a few of the shoe-factory hands report their average weekly earnings for the year as a whole, the average shown is somewhere between the true yearly average and the earnings during the busy season.

### *Support of Others and Savings.*

Of those working in the shop, one sends money home and still saves a little, six others save something, and at least nine spend all they receive. Of the textile-mill workers, one supports four children, but can hardly make both ends meet, while two sisters together support a little girl and still save a little; another helped support her father until recently. A majority save something, and one saved enough to make a visit to England. Five of those working in the shoe factories help others, and

a majority save, though in most cases only a little. Of the restaurant waitresses, three help others and 15 save something; the one who sublets rooms in her flat saves \$200 a year. Of the houseworkers, six help relatives and 13 save, but the savings of one of them was exhausted by doctor's bills at the time of the canvass. One sends her parents \$100 a year and one saves \$50 a year; several have savings bank deposits. One who saves nothing was a little in debt to the Girls' Friendly Society. A chambermaid reports that she can save a good deal on \$6 per week, although she helps support her parents, but at other places her wages had been only \$4 and \$5; another, however, says she can easily save on \$3.50 per week; another, although almost as well dressed as her employer, has saved enough to be fairly well prepared to be married; still another saved enough to go back to Ireland and stay two years. On the whole, saving and assistance of relatives seem to be least common among those working in shops and most general among the waitresses and houseworkers.

#### *Annual Vacation.*

Eleven shop workers, three restaurant waitresses, and an occasional houseworker get one or two weeks' vacation with pay, and the others in both shop and restaurant, as well as those in mill and factory, are in most cases at liberty to take vacations without pay; in some cases this privilege is limited to two weeks or a month, but more often, it is limited only by what the employé can afford. One restaurant waitress reports that if she takes more than a month she becomes a "new girl" at \$5 a week. Sometimes the vacation must be taken in the dull season, if at all, and in some other cases the employé is required to find some one to take her place while she is absent. One shoe-factory employé goes to Nova Scotia every summer. Apparently, only a few of the houseworkers have any vacation privileges whatever; but two report that at some places they have two or three weeks' vacation, sometimes with full pay and sometimes with half pay; at another place the girls often have what is practically a vacation while the family is away, having no work to do except to keep house for themselves.

#### *Lost Working Time.*

Of the shop workers, one loses from two to three months every year, and another one month or more in the dull season. The saleswoman who injured herself by moving articles in the store lost three months, and one other saleswoman was out during the year on account of sickness. The others employed in shops report no lost working time, but one of the newer ones says she waited a long time for her place. Among those in the textile mills, one lost four weeks because of a bad hand, and three report a loss of one or two weeks at stock-taking time; there is also an occasional loss of an hour or two from early closing. Among those in the shoe factories, there is much lost time during the dull season, although

there is seldom a week when there is no work to be done. One says that when her own work is dull she goes elsewhere, but seldom has all she can do; another, that when work is slack in her own factory she works somewhere else half the day; another, that she does not stay in the factory in the dull season when nothing can be made above expenses. None of the restaurant waitresses report any lost time except one, who left her former place because the others employed were coarse and rough, and was out of work for a time before securing her present place. Among the houseworkers, also, there is very little time lost unless voluntarily, or when looking for new places, except while the employers are away.

### *Employment at Other Occupations.*

None of the shop or textile-mill workers, and only a few in other groups, were employed at any other than their regular occupations during the year, except their own mending, sewing, housework, etc. One of the shop workers, however, formerly sewed with a dressmaker. One of the shoe-factory workers at Haverhill assists the matron of the Young Women's Home, while at Lynn two have the joint management of an eating-house. One restaurant waitress, who was employed as such only six months during the year, did sewing in the busiest season, and another works at the beach in summer as a hotel waitress. One of the houseworkers spent three months waiting on a table in a hospital; another was chambermaid in a private family and also in an institution; and one cook did some general housework. A chambermaid was doing accommodation work by the day while her regular employers were in Europe.

### *Church Attendance.*

Only six of the shop workers report either regular or occasional church attendance.\* On the other hand, 19 employed in textile mills, 12 in shoe factories, 15 in restaurants, and 19 houseworkers attend church services, although in some cases only occasionally. Three-fourths of the last named are Catholics, and one shop worker teaches in a Catholic Sunday school.

### *Social Relationships.*

None of those working in shops, restaurant waitresses, or houseworkers report membership in trades unions, but one shoe-factory hand in Haverhill belongs to the Stitchers Union, and eight of those employed in the Fall River textile mills are also trades unionists. Membership in social clubs or other social organizations is scarcely more common than in trades unions, and the organizations which are represented usually combine mutual benefit or insurance features with the social motive. Two working in shops belong to the Women Clerks' Mutual Benefit

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\* The information in regard to church attendance was obtained incidentally rather than from direct questioning. The absence of any report does not necessarily mean non-attendance. M. E. T.

Association; one in a cotton mill and one houseworker to the Girls' Friendly Society; one in a shoe factory to the Lady Foresters; one restaurant waitress to the Pilgrim Fathers; one houseworker to the Women's Auxiliary of the Ancient Order of Hibernians, and another to a club of young women which meets at the School of Housekeeping. In all, five of the houseworkers belong to some such organization — a much larger proportion than in any of the other groups — and one belongs to two organizations.\* One employed in a shoe factory says that her husband belongs to lodges, and that she attends the receptions with him. Another has belonged to a working girls' club which is no longer in existence. One employed in a restaurant also formerly belonged to a club. Several of the shoe-factory and one of the restaurant workers say they would like to belong to something of the kind, but they apparently lack the initiative required to organize it among themselves.

#### *Amusements.*

In spite of the lack of social organizations, the life of these workingwomen is not altogether barren of amusements. Several, however, say they are too tired when their work is finished to be ready for anything but rest. Among those working in shops the theatre appears to be the favorite amusement, but dancing, walking, cycling, and trolley rides or excursions to the seashore are also indulged in. In some cases there are regular dances for young women only. One reports music as her favorite form of entertainment; two say they have no amusements; and another that she is ready to go to bed when she gets home. The textile-mill workers who live at corporation boarding-houses have similar recreations and social times together. The theatre is also a favorite form of amusement among those in the shoe factories who can afford it and are not too tired. Several say that they go to the theatre occasionally, and two that they go often, but one complains that "little that is good" comes to the city in which she is employed, and another says she never goes to anything poor, while one of the Lynn factory workers does her theatre-going in Boston. Other factory employes amuse themselves by cycling, dancing, shopping, or fancy work. Among those employed in restaurants the theatre and dancing are the favorite amusements, while one is very fond of music and is saving money to buy a piano. One often visits friends in the suburbs on Sunday, and in warm weather goes to the beach with swimming parties. Those who live together in a flat have jolly times among themselves. Some of the houseworkers have little or no opportunity for recreation, but some indulge in skating, theatre-going, or dancing, while others spend their free time with relatives or friends. One says that where she was last employed there were

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\* The figures here may be misleading, since, although few of the shop workers questioned belonged to any organization, the "working girls' clubs" are known to draw their membership largely from them. M. E. T.

10 or more employes who had a hall to themselves, and that it was "good as a theatre every night." Another says she would go to the theatre occasionally if she could get away in time and did not have so much bother about getting a key.

### *Reading.*

The returns under this head are very incomplete. Many of the young women interviewed seem to care very little for reading, while others say they are too tired in the evenings to read. Three of the shop workers, however, are reported to enjoy reading, and another reads the works of George Eliot and other good literature. Another says she likes to be at the book counter better than anywhere else. Three employed in textile mills read novels occasionally, and one of these likes history and newspapers also, but says her brain is not equal to her ambition, and that she needs some one to stimulate her efforts. Another, who also takes a daily paper, says she does not read a great deal in what she calls "knowledge books" — that she is too worn out. Two employed in shoe factories, one of whom likes to read, find that their eyes will not hold out if they read at night after stitching all day, while a third considers it fortunate that she does not care to read, as she might hurt her eyes. Two or three are reported to enjoy reading, however, and one gets books from the library. Reading does not seem to be at all general among the restaurant waitresses, though one is reported to read all kinds of books, and another good books. Several of the houseworkers are fond of reading, and one is reported to have a great desire for knowledge. One is familiar with Dickens, and enjoys Tennyson; one is especially fond of poetry (Tennyson, Longfellow, and Thomas Moore being her favorites), and buys a good many books. Another, a Scotch girl, confesses that she used to read a good many novels, but tries now to read only books which are helpful. She is fond of Stevenson, Barrie, and Marie Corelli, and discusses books in her letters; she also reads newspapers and magazines. Another who is fond of reading says she sometimes has the use of the library where she works, but oftener not, and two others speak of reading books furnished by their employers.

### *Education.*

Of those who work in shops, one has taught school, another has a partial high school education, five others report a partial or complete grammar school education, and one attended a parochial school. The education of seven others is reported indefinitely, in four cases as "fair," and in three as "little" or "not much." Of the textile-mill workers, four have a grammar or common school education, while two others attended school until the age of 13 or 14, and another until the age of 10; eight have "little" or "not much" schooling, three "very little,"



and two none at all. The early age at which those employed in textile mills begin work has evidently curtailed their schooling. Those in shoe factories have fared better. One or two are high school graduates, four others have a partial high school education, and five a grammar school education, while two others went to a convent or parochial school, and one attended school until she was 13; a "fair" education is reported for two, and "little" for three others. Of those working in restaurants, one has a partial high school education, and seven a common or grammar school education; one attended a parochial school, and one attends night school after her work. The education of two others is reported as "fair," and that of eight as "little" or "not much." One waitress with very little education, but much enterprise, realized the value of education so much that she sent her younger sister through a Catholic institution. One of the houseworkers has a partial high school education, and four report a common or grammar school education; one of these also went to a convent school. Several of the others probably did equally well in this respect, for five went to school until they were 16 years, one until 17, two until 14, one until 12, and one until 11, while the education of one other is reported as "fair," and that of the remaining four as "little." As nearly as can be estimated from somewhat indefinite returns, those in shoe factories seem to have the most education and those in textile mills least, while the houseworkers seem to be about on a par with those in shops in this respect, and rather better educated than those in restaurants.\*

#### *Personal and Social Characteristics.*

In the matter of intelligence, on the other hand, as nearly as could be judged by the canvasser, the shop workers appear to have an advantage over all the other groups, although the returns under this head are necessarily very indefinite. Six of those employed in shops are reported as "intelligent," one as "thoughtful," one as "bright and thoughtful," and one as "well informed." Of those in textile mills, two are reported as "intelligent," and another as "thoughtful," while a fourth "talks well." Of those in shoe factories, six are reported as "intelligent," and two others "talk well." Of those in restaurants, three are reported as "intelligent," and two others are said to be of "good intelligence." Of the houseworkers, four are reported to be "intelligent," and one as "extremely shrewd and thoughtful," while another is said to use good sense about her work.

The reports under this head depend too much upon the individual impressions of the canvasser to be easily comparable, but it is noticeable

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\* It is very difficult to compare the education of girls who have attended school in Ireland and the country districts of Eastern Canada with that of girls who have had their schooling in Massachusetts. The age at which they have left school is not a fair criterion.

Disregarding figures, a general impression after talking with many girls of the five classes is that as to education the shoe-factory operatives and shop workers are about on a par, — that the restaurant employes rank next, followed by those employed in housework and in the textile mills. M. E. T.

that the moral standards are favorably reported in a large majority of cases in each group, considering the answers returned, while the same is true of the social standards of the shop and shoe-factory workers. The entries under this head, however, are less instructive than the descriptive remarks indicating how the investigator was impressed by the different women. Many of those in shops, mills, factories, and restaurants distinctly impressed the observer as being personally attractive to a greater or less degree while others are said to have a refined manner. Of one in a shop it is said that she "would not be out of place in almost any society," and the good taste in dress of another is especially noted. Some of those in textile mills are described as "bright and interesting," "cheery and apparently happy," or "jolly and good natured," but one is said to be very unattractive and of a low order of intelligence. One of those in a shoe factory is described as "intelligent, thrifty, neat, full of resources;" another as "self-possessed, gracious, courageous, and happy;" others were found to be interesting in conversation, and another is described as "the kind of person one would like to meet again." One of the restaurant employes who was formerly in domestic service is described as of a "rather superior type," and others as "independent and self-respecting" or "cheerful and bright." Six of the houseworkers are especially reported as being well or neatly dressed. Another is said to have a "pleasant manner and appearance." Another's appearance, general bearing, and conversation are said to indicate high standards. Two are described as "independent," and one as "not attractive and not very responsive."

#### *Contentment and Attitude towards Work.*

In each group a large majority of those reported under this head are found to be contented with their present work, and there are some in each group who even say they enjoy their work; but one in a shop and two or three in each of the other groups are reported as not satisfied, or as ambitious for better things. Some of those in shoe factories say they are satisfied with their work when it is steady, or when they have plenty of it. Several in shops look upon the position of saleswoman as very desirable, and one says that the employes like the excitement of a large store. Several also express the opinion that store work is not especially wearing, although they do find some customers annoying. On the other hand, one thinks the work of a saleswoman very trying, and does not like the contact with people, who, she says, are often insulting; and another complains that the work is severe and the customers hard to deal with; but both are attracted by the short hours and freedom when work is over. One is trying to study physical culture with the idea of teaching it, and another who was formerly a teacher intends to return to that employment at some future time, and says she "would sweep the streets before she would do housework." Another says she "drifted" into the

store, but if the choice were to be made again she would go into housework, if it were not for the long hours and loss of Sundays. Another girl likes housework itself, but would not do it for any one except her mother; the long hours and loss of Sundays are her chief objection also, but she thinks the personal contact with employers in the home is more irritating than the strictly business relations existing with her employers in the store, nor does she believe that housework will ever be managed in a business-like way. One shop worker whose wage was \$4 a week, out of which she paid \$3 for board and 60 cents for car fare, has left the shop to take a course at the School of Housekeeping, with a view to domestic service. She has found that she could not subsist on her wages, while "a girl in housework is sure of a good home."

Two of those working in textile mills have been employed in housework, but prefer mill work on account of the shorter hours and greater freedom; one of them also says that she did not get enough to eat while in domestic service, although as far as the housework itself is concerned, she prefers it to mill work. Only one or two of these employes express any dislike for housework in itself, but several speak favorably of the independence of mill life. One of them, who is described as about on a par with the average houseworker in intelligence, says she "would scorn housework—she does not want to be at everybody's beck and call;" while another, who is less favorably described, says she would not do housework for any one. On the other hand, an English girl who has been in America for seven years thinks the houseworkers are not looked down upon here as they are in England, and would like to do table work.

Some of those working in shoe factories are enthusiastic in praise of their employment, although one says frankly that she does not like factory work. Another says that she enjoys being employed in company with others, and that work in the factory agrees with her better than housework at home; another says that she would like housework itself, if there were limited hours and business-like methods; but both of these agree that they would not do housework for others, because they would not be "bossed around." One of those in the factory has a sister employed at housework, but she herself would not be willing to lose her evenings and Sundays. Others also say that it is the free time of the evenings, Saturday afternoons, and Sundays that makes factory work preferable.

Three of the restaurant waitresses have been engaged in housework, but prefer restaurant work because of the greater freedom. Two say that they would prefer housework except for the longer hours or other undesirable conditions. Several speak of the "cranky" or annoying customers they have to deal with, and some of them think restaurant work bad for their dispositions. One refused to work where wines or strong drinks were served.

Among the houseworkers, three say they enjoy the work, but one, who is very independent, is dissatisfied with the conditions, and another is sometimes discouraged because her work is not appreciated, and contemplates taking a nurse's course. Another says she prefers work in an institution to employment in a private family, but she is saving money in order to learn stenography. One says she hates housework, and has no time to see her friends and relatives; while an intelligent chambermaid, whose surroundings are unusually good, and who works where there are several others employed, nevertheless feels that housework is slavery. Three of those interviewed have either attended the School of Housekeeping or have decided to do so, in order to get better places; one of these aspires to be a housekeeper and oversee others. Another, who is helping her sister to take a course of training at the School of Housekeeping, desires to become a specialist in parlor work, for the sake of greater independence.

#### CONCLUSION.

In summarizing the foregoing facts, it must be borne in mind that since the number of cases is small, the results must not be considered as absolute. Such a summary can merely reflect impressions, and, as has been said, is valuable chiefly in stimulating further investigation. So far as warranted by the evidence presented by the 20 employés in each of the five branches of employment covered in the investigation, the following general statements are formulated:

The advantages open to *shop workers* include short hours and vacation privileges, comparatively steady work under healthful conditions, definite business relations with the employer, and opportunity for promotion. On the other hand, wages are comparatively low, and the field of employment limited, as compared with the number seeking places. If employment is lost, months of idleness may follow. The standard of living and intelligence found among the shop workers was higher than that obtaining in either of the other groups, partly due, no doubt, to the fact that they were principally native born, representing the results of the home training and education prevailing in this country. On the whole, what may be termed their content of life would seem to be fuller than that of the other workingwomen covered by the investigation. That is, while their earnings may be less, their sum-total of satisfaction, under the conditions surrounding them in their employment, is apparently greater.

With respect to the standard of living and general social and intellectual status, the *shoe-factory employés* covered by the investigation who were also largely native born, rank next to the shop workers, followed in order named by the *textile-mill employés*, the *employés in restaurants*, and the *houseworkers*. The shoe-factory employés are subject to the seasonal depressions occurring in the industry, which, of course, diminish their earnings. The earnings of those who were interviewed, however, enabled

them to live comfortably and to save money. Together with the textile-mill employés, they have the advantages of definite working hours, free Sundays, and opportunity for vacations, which are also possessed by the shop workers.

The *employés in restaurants* are under less restraint than the houseworkers, and their working time is more definitely limited, off-time being entirely at their own disposal. The number of hours during which they are subject to the control of the employer is usually less than in housework.

The social and economic conditions prevailing in domestic service place it quite apart from the other groups. It appears that *houseworkers* have less free time and fewer vacation privileges than the women in other groups; that these employés are generally foreign born; and that they have had fewer educational opportunities than the others. The conditions of their employment, especially when but one employé is engaged in a family, often isolate them from other workers and tend to a narrower point of view. Their home surroundings, and, to a large extent, their social environment, must vary greatly, since these are dependent on the conditions prevailing in the families in which they are employed, and are largely governed by the will of the employer; and their content of life must be correspondingly affected.

On the other hand, housework has a decided advantage from the standpoint of healthfulness, and the food and general surroundings of the employés in housework are frequently somewhat better than in other employments. Making due allowance for board and lodging, the wages of the houseworkers appear to be better also: at any rate, they seem to have a larger surplus. A fairly skilful houseworker is in little danger of being out of employment for any length of time. The consideration which more than anything else leads women to prefer factory, shop, or restaurant work to housework, appears to be the greater independence enjoyed in those employments.

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## REVIEW OF EMPLOYMENT AND EARNINGS.

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SIX MONTHS ENDING APRIL 30, 1901.

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The summary of conditions affecting employment and earnings usually presented quarterly was omitted in the February issue of the Bulletin, and the present review therefore covers six months instead of three. It is, as usual, based upon special reports and comparisons made by agents of the Bureau, relating to the principal industrial districts of the Com-

monwealth. The statistics of persons employed and of earnings are based upon comparisons for the weeks ending October 13, 1900, and April 13, 1901.

**BOSTON.** Reports from the clothing industry indicate but little change in employment or earnings as compared with conditions existing in October. Unseasonable weather during the winter has restricted output. The cost of cloth has slightly decreased, and selling values have been correspondingly lowered. Establishments are running on full time, but not to full capacity. Wages are unchanged and collections good.

In Cooking, Lighting, and Heating Apparatus (especially lamps and electrical and gas fixtures), business is less active than at the date of our last report, with diminished employment and earnings, due in part to the diminished activity in the building industry. Improvement is anticipated, however. The cost of materials is unchanged in general, although a decrease is reported in some cases. Establishments are running on full time, but only to about 60 per cent of full capacity. Selling prices and wages unchanged; collections good.

In Metals and Metallic Goods, improvement in the volume of business is reported. A larger number of persons are employed than in October and a larger amount disbursed in earnings. In the iron foundries, especially, business has greatly improved during the last two months, except in those immediately connected with the manufacture of stoves and furnaces, which, on account of the season, are less active. In the brass foundries and establishments engaged in brass and copper work, general improvement is shown as compared with the closing months of 1900. In the manufacture of tinware and kitchen utensils conditions remain unchanged since our last report. Insignificant changes, confined to slight decreases in some instances, are reported in cost of materials. Establishments are running on full time, but not to full capacity. Selling prices and wages are unchanged since October.

In Machines and Machinery, business was quiet during the latter part of 1900, but within the past two months has shown a decided improvement. Some grades of iron and steel have advanced in price, while no change is reported in selling price of the manufactured product in this industry. Establishments are running on full time, and in some cases to full capacity. One firm reports that they have reduced hours of labor to nine per day without reducing wages, and that results are satisfactory. Another firm reports that its business has increased to such an extent as to require the erection of a building covering 17,000 square feet. Except as noted, no change is reported in rates of wages. Collections are good.

In the manufacture of musical instruments, especially pianos, business has shown no decline during the past six months, but at the close of the period under review less activity is manifested than at the corresponding date in 1900. One large firm is transferring its manufacturing department to the West in order to reduce the expense of freight, as

their product is largely sold there and the lumber used is all bought in the Western market. With this exception, establishments are running on full time, and to about 85 per cent of full capacity. No change is reported in cost of materials, selling prices, or wages; collections good.

In the building industry, increased activity was apparent as early as December, 1900, and it has continued until the close of the period under review. There are more plans and more actual work in the market at present than for some months past, and contracts are rapidly placed. Many contractors report more business in hand than for some years, and although this statement will not apply to all, the marked improvement in conditions is generally recognized. Although activity in high-priced residential and summer construction was not felt as early this year as was expected, nevertheless, there has been as much employment in these directions as during the corresponding season in 1900, February and March being exceptionally busy months. The margin for profit on contracts still continues small under competition. The tendency is toward higher prices in lumber; building iron shows a slight advance; bricks are nominally higher, although under concessions purchases may be effected at last year's prices; cement is lower. Wages are unchanged since October. The brickmasons have taken preliminary action toward an increase of five cents per hour over the rate of 45 cents established in 1900. The proposition has been presented to the master builders.

In the brewing industry, demand is said to equal that for the corresponding months in 1900, with prospects of increased output for the year. The following statement shows comparative production of malt liquors in Massachusetts, by months, for the period under review: Brewed in October, 1900, 160,793 barrels; November, 138,569 barrels; December, 131,887 barrels; January, 1901, 108,484 barrels; February, 107,785 barrels; March, 132,239 barrels. The aggregate number of barrels brewed during the first three months of the present year was 348,508 as against 342,366 brewed during the first three months of 1900. Combinations in the industry are expected to reduce expenses of distribution, with perhaps better financial results for all concerned in production. Establishments are running at from 45 per cent to full capacity. Wages are unchanged. Malt is from seven to ten cents higher than in 1900, and hops have advanced in price about five cents, which, with other changes in the cost of materials entering into the product, are said to offset, on the average, the reduction in the government tax, amounting to 25 cents per barrel, which goes into effect July 1. Selling prices are nominally the same as at the date of our last report. Collections are slow, as is usual during the weeks immediately preceding the date for payment of the retailers' license fees.

In the manufacture of temperance drinks, demand is somewhat below normal on account of the weather conditions, although if the whole period under review, beginning with October, 1900, be taken into account, it

has been up to the average of previous years. Establishments are running from 30 to 75 per cent of full capacity. Wages are substantially the same as in October. In some instances the cost of materials of manufacture has advanced. Selling prices are unchanged; collections are reported slow, under conditions similar to those prevailing in the brewing industry.

In Printing, Publishing, and Bookbinding, nearly all the establishments engaged in general printing, from which returns were secured, report good business during the winter months and that activity still continues, with favorable prospects for the immediate future. Substantially the same statement may be made as to establishments engaged upon special and fine printing. In all lines orders are more numerous than in 1900, and in some cases a considerable amount of night work is required. A few establishments, which have experienced a rather quiet winter, report increased activity, while a small number, whose heaviest month since our last report was March, show a slight decrease since. Book printers have had plenty of work during the winter, and there has been a gradual increase since the opening of the year, as compared with the corresponding season in 1900. In general, establishments in the entire industry are running on full time, and from 40 to 60 per cent of full capacity, the larger proportion of them running full. Wages have not changed since October except that the minimum price paid compositors on day work was advanced March 1 one dollar per week, namely, from \$15 to \$16, with a corresponding increase in the pay of piece hands, the advance following a demand made by the Typographical Union. Cost of stock is substantially unchanged, with a downward tendency in certain kinds of paper. Prices received for work are no more satisfactory than for some time past, and keen competition still keeps the margin of profit narrow. It is hoped, however, that it may be possible soon to introduce a plan for securing uniformity of rates in the industry. Collections are from fair to good.

Establishments in various industries reporting 7,077 employés for the week ending October 13, 1900, return 6,636 for the week ending April 13, 1901, a decline of 6.23 per cent. The weekly payrolls, respectively, declined from \$87,151 to \$80,404, or 7.74 per cent.

**BROCKTON.** In the boot and shoe industry, demand for men's, youths', and boys' shoes is fully equal to that shown for the same period in 1900, with enlarged output reported from some establishments. At the close of the period under review, orders are decreasing for seasonal reasons. Shipments for January, February, and March show a slight decrease in the total of cases shipped, but the variation of the number of pairs packed to the case modifies the comparison. The demand for tan and colored goods is less than in 1900. It is generally believed that the end of the spring season will show as large, if not a larger, volume of business than was done during corresponding months last year. Foreign



demand is encouraging, as reported from establishments engaged in the export trade. Factories are running on full time, and from 50 per cent to full capacity. Wages are unchanged since October, 1900. Cost of stock is higher in some grades, and the rates are generally stiffer for all kinds of leather. Selling prices are practically unchanged, with slight increases in some instances, paralleling the advance in price of stock. Collections are generally good. The following table shows the shipments from the city for the six months beginning October 1, 1899 and 1900, respectively:

MONTHS.	CASES OF BOOTS AND SHOES SHIPPED —	
	1899-1900	1900-1901
October, . . . . .	43,170	44,057
November, . . . . .	37,168	46,343
December, . . . . .	37,526	33,918
January, . . . . .	45,770	39,694
February, . . . . .	48,243	45,053
March, . . . . .	64,671	70,166
TOTALS, . . . . .	276,548	279,231

Returns from establishments reporting the number of persons employed for the weeks ending October 13, 1900, and April 13, 1901, indicate a decrease of 3.92 per cent, the decline in the weekly payroll amounting to 16.47 per cent; the declines are principally due to the difference in seasons.

**CAMBRIDGE.** Reports from the boiler-making industry vary, some firms reporting improved business, while others show a decline. One firm states that the volume of its business has decreased during the six months covered by this review fully 60 per cent, largely on account of the inability to obtain raw material. The combinations in the iron and steel trade are regarded with some apprehension, and are subjected to more or less criticism. In machine shops and foundries, no important change in conditions is reported since October, with apparent indications of activity in the immediate future. Establishments are running on full time, but not to full capacity. Cost of stock, selling prices, and wages are unchanged; collections fair.

In Metals and Metallic Goods, especially the manufacture of kitchen utensils, a large reduction in the number of persons employed, as well as diminished earnings, is reported, resulting from the failure of one of the larger establishments.

The number of persons employed for the weeks ending October 13, 1900, and April 13, 1901, as reported from identical establishments, declined 16.56 per cent, the weekly payroll declining 19.34 per cent. The decline is largely accounted for, however, by the exceptional incident reported in Metals and Metallic Goods.

**CHICOPEE.** In the cotton industry, mills are running on full time and to full capacity. A large amount of manufactured goods remains unsold, however, and present prospects are hardly as favorable as they appeared at the corresponding date in 1900. May and June are the months in which largest sales are expected, however. The cost of raw cotton and of cotton yarn has decreased during the six months under review, and selling prices of the finished product have also been reduced. Wages are unchanged; collections good. One establishment has enlarged its plant, and when the extension is in full operation will furnish additional employment to about 250 persons.

In the woollen and knit goods industry, the number of persons employed has decreased since October, partly on account of the change in seasons. Returning salesmen report that merchants are well supplied with goods. Establishments are running on full time, however, and to about 70 per cent of full capacity. The cost of stock and selling prices have slightly decreased; wages remain unchanged; collections good.

Establishments in the different industries reporting for the weeks ending October 13, 1900, and April 13, 1901, show an increase in persons employed from 3,030 to 3,148, or 3.89 per cent; the earnings for each week, respectively, rising from \$18,071 to \$18,654, or 3.23 per cent.

**FALL RIVER.** Conditions in the cotton industry at the close of the period under review are not satisfactory. Diminished demand is reported as compared with the corresponding months of 1900, not only for print cloths, but for coarse goods and yarns. Complaint is made of the effect of outside competition, particularly that of the Southern mills. When the demand is limited as at present this competition is felt more severely than it would be otherwise. Naturally, some criticism is heard respecting the present selling agreements governing the mills in the city. Factories engaged upon colored cotton goods, odds, and fancies, report a more prosperous season than has prevailed in the industry, as a whole; nevertheless, demand has been poor in comparison with any part of 1900. Sales could possibly be effected at concessions, but these are not felt to be warranted. Establishments in the entire industry are running full or nearly full time except as closed down under agreement to restrict production; employment has decreased, however, as compared with October, 1900. The cost of stock and selling prices of product are lower than in October; wages are unchanged; collections good.

Establishments reporting 6,196 persons employed for the week ending October 13, 1900, report 5,537 for the week ending April 13, 1901, a loss of 10.64 per cent, the weekly payroll declining from \$43,668 to \$39,289, a decrease of 10.03 per cent.

**HAVERHILL.** The boot and shoe industry has greatly improved, as compared with the corresponding date in 1900, and also as compared with conditions existing in October, 1900. The shipments from

the city for the six months ending April 13 aggregated 218,425 cases, as compared with 142,555 for the previous six months, and as against 281,633 cases for the six months ending April 13, 1900. Slight changes are reported in the cost of leather, but, upon the whole, the cost of materials of manufacture remains substantially as at the date of our last report. One establishment has been closed during the past month on account of changing from machine to hand-made goods. Otherwise, factories are running on full time but not to full capacity. The employes in certain departments of one establishment accepted a reduction in wages in 1900, which, upon the average, amounted to 10 per cent. The old rates have been restored, however, and a further advance made, so that those whose pay was reduced have received an average increase of about 15 per cent. With this exception, wages are unchanged; selling prices are also unchanged; collections are good.

Identical firms reporting for the weeks ending October 13, 1900, and April 13, 1901, return an increase in persons employed from 1,780 to 2,881, or 61.85 per cent. The amount of weekly earnings for the persons reported, as employed in each week named, rose from \$16,135 to \$29,702, an increase of 84.08 per cent.

**HOLYOKE.** In the paper industry, the mills are running on full time and to full capacity, except that temporary shutdowns in certain departments have been caused by high water. Manufacturers report plenty of orders on hand and consider the prospects favorable for the future. A slight decrease is noted in the price of rags; otherwise, there is no change in the cost of raw materials. Selling prices remain unchanged, although a decline in some grades of paper is anticipated. Wages remain unchanged since October; collections are good.

In the cotton industry, sales of cloth have been much restricted during the past six months, but orders are now being received and prospects are brightening. In the manufacture of thread, conditions show little change since October, while in cotton warps and yarns less activity is noted. As in the paper industry, the operation of the mills has been somewhat affected by high water. The cost of materials of manufacture has decreased, as well as the selling price of the finished product. No change is reported in wages; collections are good.

In the woollen and worsted industries, mills are running on full time and to full capacity, although manufacturers report business as quiet, with but few advance orders. The cost of stock has decreased, and selling prices are low and unsatisfactory. Wages remain unchanged; collections are reported fair.

Establishments reporting 6,962 employes on the rolls for the week ending October 13, 1900, return 7,086 for the week ending April 13, 1901, an increase of 1.78 per cent. The weekly payroll increased from \$53,838 to \$54,924, or 2.02 per cent.

**LAWRENCE.** In the cotton industry here, as elsewhere, the

situation is far from satisfactory, and the demand for certain kinds of goods has fallen off greatly as compared with the opening months of 1900. The causes affecting the textile industry in Lowell, Fall River, New Bedford, and Holyoke, have had similar results in Lawrence, although not uniformly severe in all departments. Curtailment of production in Fall River mills has produced no improvement here. The opinion is generally expressed, however, that conditions will change in the immediate future. Mills engaged in manufacturing shirtings, sheetings, skirtings, tickings, and awnings have been somewhat busier than those devoted to print goods; and the demand for gingham, dress goods, drillings, and denims has been nearly up to the level of last year. Hence, the mills manufacturing such goods have been active during the winter and spring. There has also been a good demand for duck.

In cotton yarns, the mills have been busy during the spring on new orders, and there has been a fair demand for worsted yarns during the closing weeks of the period under review, although prior to that time the mills were not as active as in 1900. In worsted goods, demand has been fair during the spring, although not up to the level of the same months in 1900, and prices rule lower than at that time. In woollens also, the mills are less active than in 1900, and the season opened later than usual. A fair average season is expected, however. All the cotton and worsted, cloth and yarn mills are running on full time at present, although the woollen mills are running from 80 per cent to full capacity. Employment and earnings have, on the whole, increased since our last report. Rates of wages are unchanged; the cost of cotton and wool has declined; collections are excellent.

Establishments reporting for each of the weeks ending October 13, 1900, and April 13, 1901, return an increase in the number employed from 14,804 to 17,702, a gain of 19.58 per cent; and an increase in aggregate weekly earnings from \$109,575 to \$141,425, or 29.07 per cent.

**LOWELL.** In the cotton industry, substantially the same conditions are reported as appear in other centres of the industry. As compared with corresponding months of 1900, or with conditions prevailing in October last, demand is much restricted. Offers for sheetings are confined to small lots. Export goods are not in active request. Bids for large lots of cotton cloth have been received by selling agents from China, but at prices too low for acceptance. Some sales of brown cottons, colored goods, and prints are reported for the South American trade, which at present is the best foreign market. The outward movement of goods since January 1, although less than that for the opening months of 1900, compares favorably with any year prior to 1899. Present conditions are ascribed to overproduction; the disturbance of the Chinese market, due to the unsettled conditions prevailing in that country; and also in great measure to the declining price of raw cotton. As there is no pressing demand for immediate consumption, orders are limited to

immediate needs only, the state of the raw cotton market being always kept in view. It is thought, however, that selling prices have reached their lowest level, and improvement is therefore anticipated. The mills are running on full time, and some of them to full capacity; but in general, production is restricted, correspondingly affecting employment and earnings, and preparations have been made to still further reduce the amount of machinery operated unless the situation changes. In one case this reduction, if carried out, will reach 65 per cent of the productive capacity of the establishment. High water has caused temporary shut-downs in some of the mills. Rates of wages are unchanged; cost of stock and selling prices are lower than in October, 1900; collections are excellent.

In the woollen industry, conditions are somewhat similar to those reported in Cotton Goods. Demand has been especially poor for goods designed for men's wear. Complaint is heard of the effect of overproduction and of the decline in the price of raw material. The mills generally made extensive purchases of stock during the closing months of 1900, when prices were much higher than those now prevailing. Establishments are running from 80 per cent to full capacity. Mills upon the Merrimac River were affected by high water, but those upon the Concord escaped. Rates of wages have not changed during the six months covered by this review, but earnings of piece workers are of course affected by diminished employment. The cost of raw wool has materially declined and is extremely low. Collections are good.

In Machines and Machinery, principally textile machinery, orders are restricted, paralleling the current depression in the textile goods industry; nevertheless, establishments have not yet filled orders on hand, and there is more than the normal number of persons employed. Establishments are running on full time, and from 70 per cent to full capacity. In general, rates of wages have not changed since our last report, but since reductions in the working force have been made, and will probably continue to be made during the remainder of the present year, earnings per person will perhaps average higher, as the discharges have been generally confined to the less skilful workmen. The cost of stock has advanced somewhat, and selling prices of product have changed correspondingly. Collections are good.

In the bobbin industry, demand has greatly fallen off since October, 1900, in consequence of the depression in the textile mills, and compares very unfavorably with the corresponding months of 1900. Activity is not expected until conditions improve in the cotton goods and woollen industries. Factories are running only 56½ hours per week, and to only about two-thirds of their full capacity. Rates of wages, cost of stock, and selling prices are unchanged since October, although earnings are diminished on account of diminished employment. Collections are good.

Establishments engaged in steam heating and contracting report a better business during the winter than for the corresponding months in 1900, and activity was continued nearly up to April 1. In the building industry, in general, there is more activity than during the opening months of 1900, although this has not affected contractors for heating apparatus as yet. Rates of wages, cost of stock, and selling prices are unchanged; collections are slow.

The number on the rolls for each of the weeks compared, ending October 13, 1900, and April 13, 1901, based upon establishments reporting in the different industries, declined from 16,661 to 14,685, or 11.86 per cent; and the amount of the weekly payroll in these establishments dropped from \$124,592 to \$105,801, a decline of 15.08 per cent.

**LYNN.** Business in the boot and shoe industry is generally satisfactory, with somewhat fuller employment than at the date of our last report. Nearly all the establishments visited report demand fully equal to that of the corresponding months in 1900, and many show an increase. Orders, as a rule, hold out well during the present season, and demand is steadier than for several years past. The wet weather has somewhat affected the volume of sales from factories engaged in supplying retailers directly, but, as a rule, these firms report a much greater volume of business than during the corresponding months of 1900, and orders for the better grades of goods are increasing in volume. Foreign demand remains substantially as it was during the early months of 1900, so far as reported from establishments interested in the export trade; but more general attention is being attracted to this outlet for products, and several establishments have begun manufacturing for export since our last report.

The demand for slippers is better than in 1900. Factories devoted to their production are running from two-thirds to full capacity, and all upon full time. Wages throughout the industry are generally unchanged since October, with advances to lasters reported in some instances approximating 30 per cent, in consequence of strikes in January of the present year. The cost of upper stock, although nominally unchanged since October, is really higher on account of the reduction in quality. Sole leather is quoted at rates then prevailing, with concessions, however, on lower grades. Selling prices show no material changes; collections are good.

In the leather industry, demand has been fair for goat leather during the winter, with a slight diminution throughout the spring months. Apparently, however, less immediate activity is to be expected, although for the season, as a whole, prospects are favorable. Sheep leather finishers, as well as manufacturers of goat, who dry skins in the air, have been handicapped by the wet weather during April. Foreign demand is brisk. The output of kid is restricted as compared with the corresponding season in 1900, with accumulations of product at the

factories. The backward spring has affected this branch of the industry adversely. Establishments are running full time, and from 75 per cent to full capacity. The cost of stock is unchanged since October, but scarcity in skins is reported. Collections are good.

Establishments in the different industries reporting 1,881 persons on the rolls for the week ending October 13, 1900, return 1,993 for the week ending April 13, 1901, an increase of 5.95 per cent; the weekly earnings rising from \$18,730 to \$20,881, a gain of 11.48 per cent.

**NEW BEDFORD.** As in other centres of the cotton industry, sales of cloth have been restricted since January, but a revival of activity is expected. Here, as elsewhere, the drop in the price of raw cotton is considered the most potent factor in the present situation. Mills are running on full time, however, and to full or nearly full capacity, although fewer persons are employed than in October, 1900.

The demand for cotton yarns has declined, accompanying the stagnation in the cloth market. Weavers are buying to meet immediate requirements only. The yarn mills are running on short time, except in the thread departments. The anticipated improvement in the cloth market will much improve conditions in the yarn mills. In the industry, in general, wages have not changed since October, although the cost of stock, as well as the price of product, is much lower. Collections are excellent.

The number employed, in establishments reporting for the weeks ending October 13, 1900, and April 13, 1901, declined from 6,152 to 5,616, or 8.71 per cent; and the weekly earnings for the weeks compared declined from \$46,815 to \$39,186, or 16.30 per cent.

**Peabody.** Demand for sheep leather from November 1, 1900, to March 1 of the present year was fully as good as for the corresponding period in 1899 and 1900. The usual seasonal decline was felt earlier this year than usual, particularly in the production of the higher grades of leather, although some manufacturers report a demand for the lower grades as good as they have ever known. Orders for goat and India kid are slow, and the winter's business in these lines was not as good as in 1900. The wet weather during April has seriously affected production in these lines, as it has prevented the drying of skins, and for this reason there are many orders on hand that cannot be at once filled. Factories in Peabody dry principally in the open air. Finishers of fancy sheep leather report demand up to the average during the past winter, and the spring output equal to that of 1900. Wages have not changed since October. The cost of skins is nominally unchanged, but the average quality is not so good, and they are scarce, market offerings being taken up immediately by manufacturers. The low price of wool has decreased the volume of wool-pulling, so that picklers are short of pelts. Selling prices of sheep leather remain substantially as in October, and those of goat leather have advanced, but ruling rates leave only a narrow margin for profits.

Collections are good. The manufacture of heavy upper leather (wax kip and splits) has been practically abandoned here, and it is doubtful if it ever again becomes important in the industries of the town.

In Machines and Machinery, principally leather machinery, demand has been better during the past winter than during the same months in 1900, and has continued strong throughout the spring. Night work is reported in order to fill contracts. Establishments are running from 80 per cent to full capacity. Collections are slow.

The number of employes reported on the payrolls in identical establishments for the weeks ending October 13, 1900, and April 13, 1901, show an increase from 1,046 to 1,143, or 9.27 per cent; the weekly payroll rising from \$10,076 to \$11,679, or 15.91 per cent.

**WOBURN.** Conditions in the leather industry have somewhat improved during the opening months of the present year. The introduction of machinery in one establishment is said to have reduced the number of employes without decreasing production. In another instance, however, machines introduced to take the place of striking employes have not proved entirely successful on all grades of leather, and the men have been taken back, but at the old wages. Diminished employment, in some instances due to changes in the character of the product, will, it is thought, be overcome by enlarged output of patent leather, which certain firms are preparing to manufacture. The re-occupation and enlargement of a plant which has been lying idle will, it is anticipated, furnish employment to from 125 to 150 persons. In the manufacture of stiffenings, heels, and inner soles, business during the six months covered by this report has shown diminished activity. Cost of stock, selling prices, and wages are unchanged.

The number of persons employed, as returned from identical establishments reporting for the weeks ending October 13, 1900, and April 13, 1901, rose from 1,199 to 1,235, a gain of three per cent; the weekly payroll rising from \$11,119 to \$11,847, or 6.55 per cent.

**WORCESTER.** In Machines and Machinery, business is less active than in October, although a larger number of employes are upon the rolls. A decline in the export trade for machine tools, such as lathes and milling machines, is reported, especially caused by diminished demand from England and Germany; there is, however, an increased output for the home market. In general, improvement in the industry is noted since April 1, and it is expected to continue. The cost of iron and steel has slightly advanced since our last report; selling prices and wages are unchanged.

In Metals and Metallic Goods, business has improved, especially in the manufacture of wire goods, with enlarged employment and earnings. Only slight changes are noted in the cost of stock and selling prices. Establishments are running on full time, and nearly to full capacity. Wages are unchanged.



In the woollen goods industry, especially satinets, conditions remain substantially as in October, with a fair outlook for the present year. A slight decrease is reported in the cost of raw materials, with but little change in selling prices, although the latter have a downward tendency. Establishments are running on full time and to full capacity. Wages unchanged; collections good.

The building industry in this city has been very quiet during recent months. One of the largest firms states that it has not taken any contracts for some time, but it is believed that improvement will soon be felt. Increased activity is noted in the building stone industry as compared with corresponding months in 1900. This is considered a favorable indication for general improvement in building. Firms are employing a larger number of granite and soft stone cutters. One firm states that it has just taken on 50 men and requires 50 others. Wages in general remain unchanged, although the soft-stone cutters are to receive four cents additional per hour, with a reduction of time to eight hours per day, on and after the first of May.

As reported from establishments in the different industries, from which returns were secured for each of the weeks ending October 13, 1900, and April 13, 1901, the number employed increased from 6,232 to 6,991, or 12.18 per cent; the earnings for each week increasing from \$73,059 to \$80,567, a gain of 10.28 per cent.

To summarize: The reports by industries indicate a decline in the number of persons employed during the week ending April 13, 1901, as compared with that ending October 13, 1900, in the following industries: Building; Clothing; Cooking, Lighting, and Heating Apparatus; Cotton Goods; Liquors (Malt); Machines and Machinery; and Musical Instruments and Materials.

The following industries show an increase under a similar comparison: Boots and Shoes (except soles, heels, and cut stock, in which a slight decline appears); Leather; Liquors (Bottled) and Carbonated Beverages; Metals and Metallic Goods; Paper; Printing, Publishing, and Bookbinding; Print Works, Dye Works, and Bleacheries; Woollen Goods; and Worsted Goods. In all the above-named industries, except Boots and Shoes, Building, Cotton Goods, Leather, Machines and Machinery, Metals and Metallic Goods, Woollen Goods, and Worsted Goods, the changes are very slight.

In the aggregate, establishments which were canvassed in the different industries show an increase in number of persons employed in the comparison of weeks named from 74,256 to 75,781, or 2.05 per cent, the weekly payroll for these persons rising from \$627,628 to \$646,557, or 3.02 per cent.

By cities, the comparison for the weeks named indicates a less number employed in Boston, Brockton, Cambridge, Fall River, Lowell, and

New Bedford; and a larger number employed in Chicopee, Haverhill, Holyoke, Lawrence, Lynn, Peabody, Woburn, and Worcester.

It will be noticed that the establishments entering into the foregoing comparison returned 75,781 employés for the week ending April 13. Of these, 73,821 were employed in establishments from which reports were received at nearly corresponding dates in 1899 and 1900. For purposes of extended comparison, therefore, the returns from these establishments at three different dates are brought together in the following table:

WEEKS ENDING —	Number employed	Weekly Earnings
April 1, 1899, . . . . .	73,005	\$587,625
April 14, 1900, . . . . .	77,486	660,814
April 13, 1901, . . . . .	73,821	632,893

The number employed for the week selected in 1901 is but slightly larger (1.12 per cent) than for the week which nearly corresponds in 1899, the weekly payroll, however, being 7.72 per cent larger at the later than at the earlier date. Expressed in terms of percentages, employés as reported from these typical establishments increased 6.14 per cent in April, 1900, as against April, 1899, and declined 4.73 per cent in the succeeding 12 months. The weekly payroll increased 12.47 per cent in April, 1900, as compared with the preceding April, and from this level a decrease of 4.23 per cent is shown in April, 1901.

Quarterly reports, as presented in previous issues of the Bulletin, enable us to gauge the trend of employment since February, 1898. If 100 be established as an index figure representing the aggregate number employed at that time, we find little change in the two following quarters, the index figure in August, 1898, being 100.65. From that time onward a constantly increasing number of persons employed is indicated, the highest level being reached in January, 1900, the index figure becoming 122.35. A slight decline followed until April, 1900. The midsummer depression in 1900 brought the index figure to 102.50 in July, or nearly down to the level of February, 1898. Under a revival of activity in the autumn the index figure rose to 107.63 in October, and the gain in April of the present year brings it to 109.84 or 9.84 points (which may be considered as 9.84 per cent) above the level of February, 1898, and, as has been said, substantially to the level of the corresponding date in 1899. The course of employment as thus described, derived from the reports of our agents in the Bulletin service, has been compared with the conditions shown by the returns obtained in the Annual Statistics of Manufactures at the close of each year. These returns give the number employed by months in a very much larger number of establishments, and although the index figures based upon the more complete returns vary somewhat from those just cited, the general trend is the same, sub-

stantiating the accuracy of each line of statistics. The period beginning with August, 1898, and ending with January, 1900, was clearly one of unusual expansion of employment and of earnings, although followed by a sharp contraction in both respects, culminating in July, 1900. Since then, it is encouraging to note a normal recovery.

## RESIDENTIAL CONDITIONS OF WOMEN AND GIRLS EMPLOYED IN TRADE AND MANUFACTURES.

This Bureau has received inquiries recently from persons interested in the home life of working girls in our larger cities, as to the number who live at home or in lodging and boarding houses, respectively.

The following tables present the facts upon these points, as disclosed by the Decennial State Census. These statistics have never before been collated.

It should perhaps be explained that the term "at home" covers all who were keeping house in independent apartments of their own, or who were living with parents or other relatives, or were members of private families, not engaged in the business of keeping boarders. Those reported as lodging or boarding were living in lodging-houses (*i. e.*, were sleeping in one house and taking meals out), or boarding-houses (*i. e.*, sleeping and taking meals in the same house). Of course, many who were living with parents or other relatives or in private families, as above explained, were paying board, and in that sense were boarders, but the distinction observed in the tables which follow is between the residents of lodging and boarding houses and those of the home, as that distinction is usually drawn and understood.

The first table contains statistics of women and girls employed in Trade in the cities of Boston and Worcester.

CITIES AND OCCUPATIONS.	NUMBER OF FEMALE EMPLOYEES—			
	At Home	Lodging	Boarding	Totals
<b>Boston.</b>				
Trade, aggregates, . . . . .	7,409	1,470	324	9,203
Saleswomen, . . . . .	2,885	585	140	3,610
Accountants, bookkeepers, clerks, etc., . . .	3,331	760	139	4,230
All other branches of trade, . . . . .	1,166	125	45	1,336
<b>Worcester.</b>				
Trade, aggregates, . . . . .	804	63	81	948
Saleswomen, . . . . .	241	18	29	288
Accountants, bookkeepers, clerks, etc., . . .	474	39	43	556
All other branches of trade, . . . . .	89	6	9	104

In Boston, as shown by the preceding table, the total number of women and girls engaged in mercantile employment, classified in the census as "Trade," was 9,203; of these, 7,409 lived at home, 1,470 in lodging-houses, and 324 in boarding-houses. The saleswomen numbered 3,610, of whom 2,885 lived at home, while 585 and 140 lived in lodging and boarding houses, respectively. The accountants, bookkeepers, clerks, etc. numbered 4,230, including 3,331 who lived at home, 760 who lived in lodging-houses, and 139 who lived in boarding-houses. The women and girls employed in all other branches of trade numbered 1,363, comprising 1,193 who lived at home, 125 in lodging-houses, and 45 in boarding-houses.

In the city of Worcester, the women and girls employed in trade numbered 948, of whom 288 were saleswomen, 556 accountants, bookkeepers, clerks, etc., and 104 engaged in other branches. Of the total number in trade, 804 lived at home, 63 in lodging-houses, and 81 in boarding-houses. Of the saleswomen, 241 lived at home, 18 in lodging-houses, and 29 in boarding-houses. Of the accountants, bookkeepers, clerks, etc., 474 lived at home, 39 in lodging-houses, and 43 in boarding-houses. Of all the others, 89 lived at home, six in lodging-houses, and nine in boarding-houses.

A similar table relating to females employed in Manufactures follows:

CITIES AND OCCUPATIONS.	NUMBER OF FEMALE EMPLOYÉS—			
	At Home	Lodging	Boarding	Totals
<b>Boston.</b>				
Manufactures, aggregates, . . . . .	15,517	3,482	814	19,813
Clothing, . . . . .	9,011	2,796	503	12,310
Printing, publishing, and bookbinding, . . . . .	1,432	148	51	1,631
Food preparations, . . . . .	790	53	39	882
Boxes (paper and wooden), . . . . .	604	51	21	676
Rubber and elastic goods, . . . . .	432	53	35	520
All other branches of manufactures, . . . . .	3,248	381	165	3,794
<b>Worcester.</b>				
Manufactures, aggregates, . . . . .	3,900	330	269	4,499
Clothing, . . . . .	1,877	219	143	2,239
Boots and shoes, . . . . .	414	29	25	468
Paper and paper goods, . . . . .	234	11	12	257
Woollen goods, . . . . .	230	7	20	257
Cotton goods, . . . . .	232	14	10	256
Metals and metallic goods, . . . . .	205	13	19	237
All other branches of manufactures, . . . . .	708	37	40	785

In Boston, 19,813 women and girls were employed in manufactures, of whom 15,517 lived at home, 3,482 in lodging-houses, and 814 in boarding-houses. Of the whole number employed in manufactures, 12,310 were engaged in the clothing industry, the number living at home, or in lodging or boarding houses being, respectively, 9,011, 2,796, and

503. There were 1,631 women and girls engaged in Printing, Publishing, and Bookbinding, of whom 1,432 lived at home, 148 in lodging-houses, and 51 in boarding-houses. The number engaged in the industry classed as Food Preparations aggregated 882, of whom 790 were living at home, 53 in lodging-houses, and 39 in boarding-houses. In Boxes (Paper and Wooden), there were 676 female employes, of whom 604 lived at home, 51 in lodging-houses, and 21 in boarding-houses. In Rubber and Elastic Goods, we find 520 female employes, of whom 432 lived at home, 53 in lodging-houses, and 35 in boarding-houses. The female employes in all other branches of manufactures numbered 3,794, and of these, 3,248 lived at home, 381 in lodging-houses, and 165 in boarding-houses.

In Worcester, the total number of women and girls engaged in manufactures was 4,499, of whom 2,239 were employed in the clothing industry, 468 in Boots and Shoes, 257 in Paper and Paper Goods, 257 in Woollen Goods, 256 in Cotton Goods, 237 in Metals and Metallic Goods, and 785 in all other branches. Of the total number in manufactures, 3,900 lived at home, 330 in lodging-houses, and 269 in boarding-houses. Of the whole number in the clothing industry, 1,877 lived at home, 219 in lodging-houses, and 143 in boarding-houses. Of those employed in Boots and Shoes, 414 lived at home, 29 in lodging-houses, and 25 in boarding-houses. The female workers in Paper and Paper Goods included 234 who lived at home, and only 11 and 12 who lived in lodging and boarding houses, respectively. The female employes in Woollen Goods who lived at home numbered 230, only seven being found in lodging-houses and 20 in boarding-houses. In Cotton Goods, there were 232 at home, as against 14 in lodging-houses and 10 in boarding-houses. In Metals and Metallic Goods, 205 were at home, 13 in lodging-houses, and 19 in boarding-houses. Of all other women and girls employed in manufactures, 708 lived at home, 37 in lodging-houses, and 40 in boarding-houses.

In order to permit a comparison between the foregoing figures, which relate to the two largest cities in the Commonwealth, and those for two of the smaller industrial cities, we present similar tables for Brockton and Waltham, the first relating to Trade.

CITIES AND OCCUPATIONS.	NUMBER OF FEMALE EMPLOYEES—			
	At Home	Lodging	Boarding	Totals
<b>Brockton.</b>				
Trade, aggregates, . . . . .	262	21	26	309
Saleswomen, . . . . .	12	-	4	16
Accountants, bookkeepers, clerks, etc., . . . . .	236	19	22	277
All other branches of trade, . . . . .	14	2	-	16
<b>Waltham.</b>				
Trade, aggregates, . . . . .	164	41	15	220
Saleswomen, . . . . .	28	5	1	34
Accountants, bookkeepers, clerks, etc., . . . . .	115	36	14	165
All other branches of trade, . . . . .	21	-	-	21

Without referring to details, we may note that of the 309 female employes in trade in Brockton, 262 lived at home, 21 in lodging-houses, and 26 in boarding-houses; and of the 220 females in trade in Waltham, 164 lived at home, 41 in lodging-houses, and 15 in boarding-houses.

The statistics of females employed in Manufactures in Brockton and Waltham follow:

CITIES AND OCCUPATIONS.	NUMBER OF FEMALE EMPLOYEES—			
	At Home	Lodging	Boarding	Totals
<b>Brockton.</b>				
Manufactures, aggregates, . . . . .	1,681	168	174	2,023
Boots and shoes, . . . . .	1,216	127	130	1,473
Clothing, . . . . .	286	24	36	346
All other branches of manufactures, . . . . .	179	17	8	204
<b>Waltham.</b>				
Manufactures, aggregates, . . . . .	1,151	414	177	1,742
Clocks, watches, and jewelry, . . . . .	476	336	91	903
Cotton goods, . . . . .	304	23	54	381
Clothing, . . . . .	192	44	14	250
All other branches of manufactures, . . . . .	179	11	18	208

In Brockton, 2,023 women and girls were employed in manufactures, 1,473 being engaged in Boots and Shoes, the leading industry of the city. In Waltham, 1,742 females were employed in manufactures, 903 being engaged in the leading industry, Clocks, Watches, and Jewelry.

Of the total number of women and girls employed in manufactures in Brockton, 1,681 lived at home, 168 in lodging-houses, and 174 in boarding-houses; and of those employed in manufactures in Waltham, 1,151 lived at home, 414 in lodging-houses, and 177 in boarding-houses.

The full results of a comparison of the number of female employes who live in homes with those who live in lodging or boarding houses, in the two important lines of Trade and Manufactures taken together, may perhaps be more easily seen by the use of percentages. In Boston, of all the women and girls employed in mercantile or in manufacturing establishments, 20.99 per cent live in lodging or boarding houses, the corresponding percentages in Worcester, Brockton, and Waltham being 13.64, 16.68, and 32.98, respectively. It will be noticed that the percentage in Waltham is considerably higher than in any of the other cities, the city of Boston, as might perhaps have been anticipated, out-ranking Worcester and the much smaller city of Brockton. In Waltham, 47.29 per cent of the women and girls employed in the leading industry are reported as lodgers or residents of boarding-houses.











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